

**Pall Europe Limited**  
**Gender Pay Gap Report 2021**

Creating an inclusive working environment, which attracts, retains and develops our female talent, is a key priority for Pall.

During 2021 Pall Europe UK Limited has reviewed the bonus scheme for non-managerial employees in the manufacturing plants and will be providing an additional incentive to reward employees in line with overall company performance as well as site performance. This has been implemented in response to employee feedback and to recognise the commitment and dedication of our manufacturing associates who have worked throughout the pandemic. We anticipate that this change will continue to increase the bonuses of non-managerial employees and therefore help to reduce the bonus pay gap.

Our focus is to address the representation of females in the middle and upper pay quartiles and further reduce the pay and bonus gap through focused initiatives that enhance female career progression. With this focus we hope to drive higher salaries and bonus in the future.

Closing the overall gender pay gap is different from ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in our sector, and for skilled trades occupations in general.

Key ongoing initiatives:

- Continue the enterprise-level cultural awareness and inclusion training programmes for all managers during 2021 and 2022.
- Continue to support key events to recognise and encourage diversity and inclusion.
- Maintain and drive the promotion of the enterprise-level female Associate Resource Group to provide a support network for our female associates; and
- Continue the Pall cross functional mentoring programme in 2021 and 2022.

**2021 gender pay gap data:**

Mean pay gap	10.6%
Median pay gap	5.6%

Mean bonus gap	31.4%
Median bonus gap	11.2%

Proportion of men receiving bonus	96.8%
Proportion of women receiving bonus	95.1%

Pay quartiles	% Men	% Women
Upper quartile	81.1%	18.9%
Upper middle quartile	71.9%	28.1%
Lower middle quartile	68.8%	31.2%
Lower quartile	69.3%	30.7%

**Declaration**

I confirm that the data reported by Pall Europe Limited is accurate.

Signed:



Tony Mason, Managing Director, Pall Europe Limited